

# 2022 ASMedia ESG Summary

## Summary and Topic Boundaries

ASMedia's 2022 Environmental, Social, and Governance (ESG) Summary is one of our concrete actions towards business sustainability. We aligned with the latest Global Reporting Initiative (GRI) 2021 Standards while preparing this summary. The summary is published in June, 2023, and can be downloaded at the Sustainability section of the ASMedia website. With the 2022 ASMedia ESG Summary, we aim to provide stakeholders with information that reflects ASMedia's overall operations, covering calendar year 2022 from January 1, 2022 to December 31, 2022.

## About ASMedia's 2022 ESG Report

For ASMedia's 2022 ESG Report, we will use GRI standards and other important ESG frameworks and standards, including the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and industry specific Sustainability Accounting Standards Board (SASB) standards. Furthermore, we will adopt the SDGs as the framework for our sustainability commitment. Our 2022 ESG Report will be published by 2023 Q4. We will continue to disclose ESG information and operational outcomes to the stakeholders.

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### Information about ASMedia's Employees and Contractors from 2020 to 2022

2022 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	213	78.6%	58	21.4%	271	100%
	Other countries	0	-	0	-	0	-
Subtotal		213	78.6%	58	21.4%	271	100%
Employee/Contractor	Employee	212	78.5%	58	21.5%	270	100%
	Contractor	1	100%	0	0%	1	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Managerial/Non-managerial	Managerial	60	88.2%	8	11.8%	68	100%
	Non-managerial	153	75.4%	50	24.6%	203	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Age	21-30 years	35	68.6%	16	31.4%	51	100%
	31-40 years	72	75.8%	23	24.2%	95	100%
	41-50 years	70	80.5%	17	19.5%	87	100%
	51-60 years	33	94.3%	2	5.7%	35	100%
	61-65 years	3	100%	0	0%	3	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Educational Attainment	Doctoral degree	2	66.7%	1	33.3%	3	100%
	Master's degree	127	88.8%	16	11.2%	143	100%
	Bachelor's degree	84	67.2%	41	32.8%	125	100%
	High school or less than a high school diploma	0	-	0	-	0	-
Subtotal		213	78.6%	58	21.4%	271	100%
Note: The data was collected until December 31, 2022.							

2021 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	196	79.7%	50	20.3%	246	100%
	Other countries	0	-	0	-	0	-
Subtotal		196	79.7%	50	20.3%	246	100%
Employee/Contractor	Employee	194	79.5%	50	20.5%	244	100%
	Contractor	2	100%	0	0%	2	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Managerial/Non-managerial	Managerial	59	90.8%	6	9.2%	65	100%
	Non-managerial	137	75.7%	44	24.3%	181	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Age	21-30 years	24	63.2%	14	36.8%	38	100%
	31-40 years	74	78.7%	20	21.3%	94	100%
	41-50 years	67	83.8%	13	16.3%	80	100%
	51-60 years	30	90.9%	3	9.1%	33	100%
	61-65 years	1	100%	0	0%	1	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Educational Attainment	Doctoral degree	2	100%	0	0%	2	100%
	Master's degree	120	90.9%	12	9.1%	132	100%
	Bachelor's degree	74	66.1%	38	33.9%	112	100%
	High school or less than a high school diploma	0	-	0	-	0	-
Subtotal		196	79.7%	50	20.3%	246	100%
Note: The data was collected until December 31, 2021.							

2020 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	202	81.1%	47	18.9%	249	100%
	Other countries	0	-	0	-	0	-
Subtotal		202	81.1%	47	18.9%	249	100%
Employee/Contractor	Employee	199	80.9%	47	19.1%	246	100%
	Contractor	3	100%	0	0%	3	100%
Subtotal		202	81.1%	47	18.9%	249	100%
Managerial/Non-managerial	Managerial	55	90.2%	6	9.8%	61	100%
	Non-managerial	147	78.2%	41	21.8%	188	100%
Subtotal		202	81.1%	47	18.9%	249	100%
Age	21-30 years	33	73.3%	12	26.7%	45	100%
	31-40 years	76	79.2%	20	20.8%	96	100%
	41-50 years	68	85.0%	12	15.0%	80	100%
	51-60 years	24	88.9%	3	11.1%	27	100%
	61-65 years	1	100%	0	0%	1	100%
Subtotal		202	81.1%	47	18.9%	249	100%
Educational Attainment	Doctoral degree	2	100%	0	0%	2	100%
	Master's degree	119	90.8%	12	9.2%	131	100%
	Bachelor's degree	81	69.8%	35	30.2%	116	100%
	High school or less than a high school diploma	0	-	0	-	0	-
Subtotal		202	81.1%	47	18.9%	249	100%
Note: The data was collected until December 31, 2020.							

## 2022 Corporate governance reporting indicators and their coverage (ASMedia's head office)

### Material Topics

Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Corporate Governance	Corporate Social Responsibility & Vision	<p>-The independent directors are able to perform the supervision function. The internal audit supervisor will have private discussion with the independent directors before the official Audit Committee meeting once each quarter.</p> <p>-The independent directors exercise the powers according to the law. They proactively monitor operational and risk issues and fulfill their functions to direct and supervise the management team.</p> <p>-ASMedia values sustainability management, and actively devotes itself to developing eco-friendly products with an ESG mindset. In addition to seeking help from external professional consultants and promoting relevant affairs, we put together a team dedicated to executing the ESG projects that is led by the President. The team regularly reports the implementation outcomes to the Board, and discloses the results in sustainability reports. All these measures demonstrate ASMedia's commitment to promoting ESG across its businesses.</p>	<p>-We use a variety of communication channels to report to independent and outside directors.</p> <p>-We will appoint a corporate governance officer by the end of first half of 2023.</p> <p>-We will appoint an information security officer and an information security engineer by the end of 2023.</p>	<p>-The Corporate Governance 3.0 evaluation results published by Taiwan's Securities and Futures Bureau of the Financial Supervisory Commission: In 2022, ASMedia's ranking was at 36%-50% of public listed companies. For companies in the electronics industry with a market value equal to or over NT\$10 billion, ASMedia's ranking was at 61%-100%.</p> <p>-ASMedia has set up a dedicated ESG team in 2022 to advance sustainability management and implement sustainability projects.</p>

Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Corporate Governance	Economic Performance	<p>-We work in close collaboration with major international manufacturers and related supply chains to bring in outstanding performances in operations, product development and applications.</p> <p>-We improve operational performance and pursue the sustainable development goals.</p>	<p>We set the operating target for the following year based on information about the global economic fluctuations, domestic and international market conditions, and the company's development strategies.</p>	<p>- In 2022, the declining consumer demand led to rising chip inventories and disruptions in the supply chain. Despite these challenges, ASMedia's 2022 operational performance remained stable, and continued to generate a substantial revenue through efficiently allocating resources to products.</p> <p>-ASMedia generated NT\$5.248 billion in revenue in 2022, down 13% from the same period a year earlier.</p> <p>-The gross profit in 2022 was NT\$2.71 billion, down 15% compared to 2021; overall gross profit margin was 52%.</p> <p>-The operating profit was NT\$1.3 billion, down 33%.</p> <p>-Our profit after tax was NT\$2.62 billion; net profit margin was 50%; earnings per share after tax was NT\$37.86, down 18% compared to 2021.</p>
Corporate Governance	<p>-Innovation and R&amp;D</p> <p>-Green Product</p> <p>-Product Quality</p>	<p>-ASMedia will continue to invest in nurturing R&amp;D talent, increase innovation and make progress in high-speed technology products, and work in close collaboration with major international manufacturers and related supply chains.</p> <p>-As a leader in high-speed interfaces, we not only focus on innovative research and development to keep up with the changing</p>	<p>-We continue to lead in the USB product line and provide customers with complete solutions from USB 5Gbps, USB 10Gbps, USB 20Gbps and USB 40Gbps.</p> <p>-We continue to drive demand for signal boosters and repeaters and provide customers with high speed signal design solutions.</p>	<p>-ASMedia's total R&amp;D expenses reached NT\$1,139,860 thousand in 2022, which represented 22% of the total revenue.</p> <p>-ASM1552 is ASMedia's first USB PD controller, and already received the USB-IF USB PD3.1 certification in 2022.</p>



		specifications of each generation, but also actively expand our market, with an emphasis on customized products that aim to find new markets beyond personal computers.		
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Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Corporate Governance	Corporate Governance	<p>-We strengthen our Board of Directors' functions to enhance the company's reputation, improve risk management, and provide advice about decision-making.</p> <p>-We define and allocate the rights and responsibilities of all shareholders, the operations team and stakeholders in a fair manner.</p>	<p>We ensure that we maximize the profits of shareholders and stakeholders. Under the supervision of management team and an internal system of checks and balances, the rights and responsibilities of all shareholders, the operations team, and stakeholders are reasonably defined and allocated.</p>	<p><u>Honors (published in 2022):</u></p> <ol style="list-style-type: none"> <li>1. No.6 in Top 20 Companies with the Highest Average Annual Salaries (for a Non-management) - from 1111 Job Bank's 2021 Annual Salary Survey Report.</li> <li>2. No.10 in 2021 Top 10 Public Listed Companies with the Highest Average Salaries - from Business Next.</li> <li>3. No.15 in 2021 Full-Time Non-management Employee's Salary - from Taiwan Stock Exchange's 2021 Public Listed Companies' Ranking by Median Wage.</li> <li>4. No.19 in 100 Best-Performing CEOs in Taiwan 2022 - from Harvard Business Review.</li> </ol>
Corporate Governance	Ethics and Regulatory Compliance	<p>Based on integrity, transparency, and accountability, we formulate the management policy referencing the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the regulations related to the Taiwan Stock Exchange Corporation (TWSE)/Taipei Exchange (TPEX) listed companies and other business practices. By improving corporate governance and implementing efficient control mechanisms to reduce risk, we aim to achieve our sustainability goals.</p>	<p>There has been no violation of corruption or integrity laws and regulations.</p>	<p>-We have the Ethical Corporate Management Best Practice Principles and the Guidelines for the Adoption of Codes of Ethical Conduct.</p> <p>-We have a rigorous assessment mechanism and standard procedures responsible for evaluating a potential business partner before forming a business partnership.</p> <p>-The Human Resources Department and the legal team are responsible for formulating and monitoring the ethics management policy and related prevention</p>

				<p>plans.</p> <ul style="list-style-type: none"> <li>-We did not commit any act which violates the corruption or integrity laws and regulations in 2022.</li> <li>-As of 2022, ASMedia has not made any political contributions.</li> <li>-ASMedia pays the taxes in compliance with the laws. We do not set up any offshore companies that do not engage in business purposes or economic activities, nor do we move to any offshore tax haven for the purpose of tax avoidance or to enjoy relaxed regulations.</li> </ul>
Corporate Governance	Risk Management	<ul style="list-style-type: none"> <li>-ASMedia operates under conservative and prudent principles and does not engage in any high risk or opportunistic behavior.</li> <li>-We Identify common risks and develop risk management strategies to prevent losses.</li> </ul>	<p>We regularly identify risks and report them in a timely manner to ensure proper, safe transactions and stable operations. This is to prevent any potential risks from negatively impacting our future revenue.</p>	<ul style="list-style-type: none"> <li>-In 2022, we received the ISO 27001:2013 information security management systems certificate.</li> <li>-We have obtained the ISO 9001: 2015 quality management system certification.</li> <li>-We implement a variety of business continuity plans (BCPs) each year, including supply chain BCP, international infectious disease outbreak BCP and information security BCP.</li> <li>-We impose risk management in accordance with the company's internal policies, including the Corporate Governance Best Practice Principles, the Ethical Corporate Management Best Practice Principles and the Employee Code of Conduct.</li> </ul>

Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Corporate Governance	Customer Service	Based on ASMedia's management philosophy, we continually provide high quality products to our customers and maintain good customer relationships.	Goals for customer satisfaction (starting from 2020): - Short-term goal: Within one year, we hope to reach a satisfaction score of 87 or higher from each customer. - Mid-term goal: Within two years, we hope to reach a satisfaction score of 90 or higher from each customer. - Long-term goal: Within three years, we hope to reach a satisfaction score of 92-93 or higher from each customer.	-We conduct a customer satisfaction survey twice per year to collect and measure customer satisfaction. -The average customer satisfaction score for 2022 was 92 (out of 100), which reached our goal.
Environmental	<ul style="list-style-type: none"> <li>-Sustainable Supply Chain</li> <li>-Environmental Supply Chain Management</li> <li>-Social Supply Chain Management</li> <li>-Procurement</li> <li>- Raw Material Management</li> <li>-Environmental Compliance</li> </ul>	<ul style="list-style-type: none"> <li>-We manage the raw materials and manufacturing processes of suppliers to ensure that they comply with sustainable standards and laws on environment.</li> <li>-If a breach of the contract or of the environmental regulations is identified, we will notify the supplier and demand for compensation, the amount of which depends on the seriousness of the offense</li> </ul>	<ul style="list-style-type: none"> <li>-We continue to improve the sustainable supply chain management and the sustainability risk assessment.</li> <li>-We ensure that all of the raw materials are purchased from smelters that conform to international sustainability initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>-We conduct supplier audits and supplier evaluations to ensure our suppliers' product quality, engineering capability, compliance with ESG-related laws and their status of getting ESG certificates.</li> <li>-In 2022, all of our direct suppliers were given an A Grade in the supplier audit report.</li> <li>-In 2022, all of our suppliers met the criteria for recognized ESG-related certifications or reporting frameworks that are specified in ASMedia's supplier policy.</li> <li>-In 2022, none of our suppliers violated any environmental, social and economic laws and regulations. We have a specific proportion of local procurement of services and supplies to reduce carbon emissions from freight movements, thus minimizing</li> </ul>

				<p>environmental pollution.</p> <p>-In 2022, 100% of procurement in manufacturing was conducted locally.</p> <p>-In 2022, 100% of our suppliers responded to conflict minerals due diligence and complied with the regulations of the Responsible Minerals Initiative.</p>
Environmental	<ul style="list-style-type: none"> <li>-Greenhouse Gas Emission</li> <li>- Energy Management</li> <li>- Water Management</li> <li>- Waste Management</li> <li>- Climate Change Strategies</li> </ul>	<p>-The manufacturing plants that we contract with are required to comply with environmental laws and regulations regarding their working environment and manufacturing processes. The production materials need to comply with ASMedia's "Product Restricted Substances Control Procedures."</p> <p>-We continue to promote energy conservation and resource recycling. The concrete measures include waste separation, complete replacement with energy-efficient light bulbs, lights off when not in use, temperature restrictions for usage of ACs, and promotions of paperless practices.</p> <p>-The President will convene the responsible units to jointly set sustainability goals, ESG development strategies and guidelines, and then report the implementation results at the Board meeting.</p>	<p>-The average annual per capita water consumption is to decrease by 0.5% in 2023.</p> <p>-We set short-term, mid-term, and long term goals for energy conservation and carbon footprint reduction.</p>	<p>-In 2022, 90% of the office lighting has been replaced with energy-efficient lighting.</p> <p>-In 2022, 100% of the laptops are labelled with Energy Star.</p>

Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Social	Employee Development and Training	<p>-The employee development and training program includes three areas:</p> <p>-New Employee Training (NET) This includes courses on corporate culture and specific professional courses (including entry-level training on products, occupational safety and health training, information security training, employee ethics and code of conduct, insider trading training).</p> <p>-Management Skills Training (MST) We establish a comprehensive training on management skills through collaborating with the universities to provide corporate training. The development and training indicators include teamwork skills and integrative competencies. The goal of the MST is to advance the managers' management skills, improve leadership skills to gain trust of employees, and guide and encourage the teams to reach the operational goals and arrive at effective management solutions.</p> <p>- Junior Staff Training (JST) We value skill development of our junior staff. In addition to the NET, we continue to promote issues pertaining to corporate social responsibility (such as ESG-related issues, net zero and carbon emissions). Meanwhile, we provide lectures on the industry trends to help our employees keep up with the ofttimes</p>	<p>-By upgrading employee skills, we help our employees develop a sense of achievement and satisfaction, and therefore retain talent and create values with employees.</p> <p>-We adopt the industry-academia collaboration model to help students grow, develop, and become top talent equipped with global perspectives.</p>	<p>-In 2022, the total number of training hours for ASMedia's employees increased by 56% compared to 2021 and reached 2142.3.</p> <p>-ASMedia's President donated NT\$5 million to support National Tsing Hua University's Study Abroad Expansion Program.</p> <p>-We sponsored the Fu Jen Catholic University to build the New Experiment Building for the College of Science and Engineering in support of a quality learning environment.</p> <p>-We sponsored National Taiwan University's Research Project in Cooperative Education Program.</p> <p>-As of 2022, the total amount of money that ASMedia has invested in the industry and academia collaborations has reached NT\$14,010,675.</p>

		<p>capricious markets. Moreover, we offer several lectures on mind and spirit to help our employees find a balance between work and life, increase competitiveness in the workplace, strengthen employees' organizational identification and build an inclusive workplace that increases employee happiness.</p> <p>-We proactively work with universities and create various collaboration opportunities. By designing projects, providing research funding and sponsoring overseas competitions to broaden students' horizon, we strive to nurture young talent and use campus recruitment to build our sustainable talent pool.</p>		
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### Ethics and Regulatory Compliance

<p>Compliance with the economic laws and regulations</p>	<p>ASMedia obeys the Fair Trade Act and related laws, and does not conduct any anti-competitiveness practices or commit any antitrust violations, and no legal disputes of such kind had arisen.</p> <p>Between 2017 and 2022, ASMedia did not commit any violations against the laws related to the following events while providing products or services:</p> <ul style="list-style-type: none"> <li>-There were no fines or warnings for violations of health and safety regulations related to products and services.</li> <li>-There were no fines or warnings for violations of information and labeling regulations for products and services.</li> <li>-There were no fines or warnings for violations of marketing communications, including advertising, marketing and sponsorship.</li> <li>-No complaint of invasion of customer privacy or loss of customer data was filed.</li> <li>-There were no personal data breaches.</li> </ul>
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Compliance with the environmental laws and regulations	Between 2017 and 2022, ASMedia did not violate any environmental laws or regulations. No active cases, pending cases nor resolved cases related to adverse environmental impacts were established against ASMedia.
Compliance with the social laws and regulations	Between 2017 and 2022, ASMedia did not violate any laws or regulations related to the workplace discrimination or corruption. No active cases, pending cases nor resolved cases on human rights issues were established.
Compliance with information security laws and regulations	Between 2017 and 2022, ASMedia did not violate any information security laws or regulations. No active cases, pending cases nor resolved cases related to adverse information security impacts were established against ASMedia.

## Tax Policy

Tax Policy	<p>Following the concept of tax fairness, ASMedia supports the government to promote the tax policy that helps build a healthy society. In particular, we honestly file taxes in accordance with the law, and properly use the government's tax incentive programs. We strive to control tax risks and seek sustainable development.</p> <p>We abide by the following principles and are committed to them:</p>	<ol style="list-style-type: none"> <li>1. All the operations are conducted in accordance with the relevant tax requirements.</li> <li>2. We take into account the tax risk and impact when making important business decisions.</li> <li>3. We do not engage in trades that aim to avoid taxes, and we eschew any tax planning that involves a tax haven or a country with low tax rates.</li> <li>4. We conduct trades with affiliated companies in accordance with the Organization for Economic Cooperation and Development (OECD)'s Transfer Pricing Guidelines and regulations concerning the domestic tax base erosion and profit shifting (BEPS) so that the pricing strategies with our partners meet the normal standards.</li> <li>5. We ensure tax transparency and follow related rules and standards/frameworks regarding the disclosure of tax information.</li> <li>6. We maintain good communication channels with the tax agencies, and build a mutually respectful and trustful relationship with them.</li> </ol>
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Tax Information (NT\$ thousand)			
Item	Year of 2022	Year of 2021	Year of 2020
Operating Revenue	5,248,329	6,009,012	6,987,470
Income Tax Expense	292,647	373,268	417,007



## 2022 Environmental reporting indicators and their coverage (ASMedia's head office)

### Air pollution and ozone depletion

<b>Emissions of pollutants into the atmospheric air</b>	Total CO2 Emissions	Total HFCs Emissions	Total CH4 Emissions
Emissions Value	784.5654	20.1968	23.2792
Units of Measurement	Metric tons CO2e		
Coverage	100% ASMedia's head office		

### Climate change

<b>Greenhouse gas emissions</b>	CO2	CH4	HFCs	N2O	PFCs	SF6	NF3
Emissions Value	784.5654	23.2792	20.1968	0	0	0	0
Units of Measurement	Metric tons CO2e						
Coverage	100% ASMedia's head office						

<b>Direct Greenhouse Gas Emissions (Scope 1)</b>	Scope1 Emissions	2022 Target Scope 1 Emissions
Emissions Value	43.4760	24.9224
Units of Measurement	Metric tons CO2e	
Coverage	100% ASMedia's head office	

<b>Indirect Greenhouse Gas Emissions (Scope 2)</b>	Scope 2 Emissions	2022 Target Scope 2 Emissions
Emissions Value	534.2750	552.5954
Units of Measurement	Metric tons CO2e	
Coverage	100% ASMedia's head office	

Indirect Greenhouse Gas Emissions (Scope 3)	Scope3 Emissions	Scope 3 Category- Capital Goods	Purchased Goods and Services	Scope 3 Category- Waste generated in operations	Scope 3 Category- Business travel	Scope 3 Category- Employee commuting	Scope 3 Category- Fuel-and-energy-related-activities (not included in Scope 1 or 2)
Emissions Value	8801.8754	8551.5850	0.1374	6.3328	48.6791	102.5614	92.5797
Units of Measurement	Metric tons CO2e						
Coverage	ASMedia's head office and suppliers	ASMedia's suppliers	100% ASMedia's head office				

Emissions Reduction Targets	Target Timeframe	Baseline year emissions covered and as a % of total base year emissions		% reduction target from base year	Is this target validated by the Science-based Targets Initiative?
Scope1+2 combined (100% ASMedia's head office)	Base Year (2017)	Base year emissions (Metric tons CO2e)	14.041	27.6%	No
	Target Year (2023)	Percentage of total base year emissions	86.14		

## Water

Total water use	Freshwater	Abstracted Water	Desalinated Water	Reused water	Water Loss	Total	2022 Target
Water Value	0.0025	0	0	0	0	0.002481	0.002374
Units of Measurement	Million cubic meters						
Coverage	100% ASMedia's head office						

The main water source of ASMedia's head office comes from tap water. <b>Water Use Intensity</b>	47.275	Water Use Intensity = All water sources (m <sup>3</sup> )/Annual revenue (NT\$ 100 million)
The main water source of ASMedia's head office comes from tap water. <b>Indoor Water Use Intensity</b>	13.694	Indoor WUI (Water Use Intensity) = Total water use per year (gal) / Total office area (sq.ft.)
Coverage	100% ASMedia's head office	

Household water use per capita	Total	Per Capita
Water Value	2481	9.3977
Units of Measurement	cubic meters	cubic meters /per person
Coverage	100% ASMedia's head office	

Reuse and recycling of freshwater	% water reused
Water Value	0%
Units of Measurement	Million cubic meters
Coverage	100% ASMedia's head office

## Energy

<b>Final energy consumption</b>	Purchased Energy	Diesel for Generator	2022 Target
Activity Value	1049.6562	0.0000	1100.7877
Units of Measurement	MWh		
Total Consumption	0.0903	0.0000	
Units of Measurement	Thousand tons of oil equivalent (ktoe)		
Percentage for the shares of particular consumers in final consumption	100%	0%	
Coverage	100% ASMedia's head office		

<b>Energy intensity</b>	Purchased Energy	Diesel for Generator
Total primary energy supply (GJ)	3778.762	0.000
The main type of energy used in ASMedia's head office is electricity.	72.004	Energy intensity = Annual electricity consumption (GJ)/Annual revenue (NT\$ 100 million)
<b>Energy Intensity</b>		
Coverage	100% ASMedia's head office	

## Transport

<b>Passenger transport demand</b>	CO2 Commuting emissions-Car (Category 3)	CO2 Business travel emissions-Car (Category 3)	CO2 Commuting emissions- Motorcycle (Category 3)	CO2 Commuting emissions-THSR (Category 3)	CO2 Business travel emissions- THSR (Category 3)	CO2 Commuting emissions-MRT (Category 3)	CO2 Business travel emissions-MRT (Category 3)	CO2 Commuting emissions-Bus (Category 3)	CO2 Business travel emissions- Flight (Category 3)
The share of each mode in total transport demand (%)	47%	19%		1%		7%		6%	20%
Coverage	100% ASMedia's head office								

## Waste

<b>Total Waste intensity per 100m2</b>	0.4032
<b>Total Waste intensity per capita</b>	0.0679
Coverage	100% ASMedia's head office

<b>Management of hazardous waste</b>	Household - Waste-battery	Other economic activities excluding ISIC 38 - PCB test boards	Other economic activities excluding ISIC 38 - Chips	Household - Computer Peripherals	Household - Others	Total Hazardous Waste	2022 Target Total Hazardous Waste
Units of Measurement	Metric tons						
The amount of waste generated	1.0175	0.0000	0.0000	0.3330	1.6095	2.9600	0.3000
Coverage	100% ASMedia's head office						

<b>Waste reuse and recycling</b>	Household - Confidential documents	Household - Recycled Paper (Category3)	Household - Plastics (Category3)	Other economic activities excluding ISIC 38 - PCB test boards	Other economic activities excluding ISIC 38 - Chips	Household - Computer Peripherals	Household - Waste-battery	Household - Others
Units of Measurement	Metric tons							
Waste reuse and recycling percentage	0.0%	5.1%	0.5%	0.0%	0.0%	1.7%	5.1%	8.1%
Total waste reuse and recycling percentage	20.4%							
Coverage	100% ASMedia's head office							

Final waste disposal	Incineration (without energy recovery or use as a fuel)	landfilling on a controlled or non-controlled site	Composting	Reuse or recycling	Other disposal	Total Waste	2022 Target Total Waste
The amount of waste generated	15.3810	0	0.4314	4.0580	0	19.8704	11.8175
Units of Measurement	Metric tons						
Total waste disposal percentage	77.4%	0.0%	2.2%	20.4%	0.0%		
Coverage	100% ASMedia's head office						

### Low-Carbon Products

Low-Carbon Products	2021	2022
the energy-saving mode shipment percentage of the total sales	87%	86%
Coverage	100% ASMedia's head office	

## Sustainability Accounting Standards Board (SASB) Standards Index

Topic	Accounting metric	Category	Unit of Measure	Code	ASMedia Response and/or Disclosure Location
Greenhouse Gas Emissions	1. Gross global Scope 1 emissions and	Quantitative	Metric tons (t) CO2e	TC-SC-110a.1	1. Scope 1 emissions: 43.4760 metric tons of CO2 equivalents
	2. amount of total emissions from perfluorinated compounds				2. Perfluorinated compound emissions: 20.1968 metric tons of CO2 equivalents
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those target	Discussion and Analysis	-	TC-SC-110a.2	To manage Scope 1 emissions, ASMedia's first priority lies in ensuring prevention of refrigerant leaks caused by poor maintenance/human errors. To ensure effective monitoring of the AC installation contractors, we require them to follow our maintenance procedure and also make a final check of the entire process. Records of any serious mistakes will be used to screen and evaluate the contractors. However, as the company is still growing, we expect the carbon emissions from the sewage disposal system to grow steadily in a reasonable way.
Energy Management in Manufacturing	1. Total energy consumed	Quantitative	Gigajoules (GJ)	TC-SC-130a.1	1. Total energy consumed: 60482.7228 GJ
	2. percentage grid electricity		Percentage (%)		2. Percentage grid electricity: 100%
	3. percentage renewable				3. Percentage renewable: 0%
Water Management	1. Total water withdrawn	Quantitative	Thousand cubic meters (m <sup>3</sup> )	TC-SC-140a.1	1. Total water withdrawn: 2.418 thousand cubic meters. Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress: 0%.
	2. total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		Percentage (%)		2. Total water consumed: 2.418 thousand cubic meters. Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress: 0%.

Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	Hazardous waste from IC manufacturing: 218.338 metric tons; percentage recycled: 98.97%. Hazardous waste from packaging process: 9.073 metric tons; percentage recycled: 52.59 %
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	-	TC-SC-320a.1	<p>Our employees are our best assets and we endeavor to create a friendly working environment.</p> <p>To meet our employees' needs more closely, we establish several programs and measures based on two areas: the "Promotion of Employee Health" and the "Occupational Health and Safety." The "Promotion of Employee Health" includes the health checkup program which offers better packages than required by law, onsite doctor/nurse consultation service, Employee Assistance Program, flu vaccinations, and massage service that helps relieve stress and various kinds of health promotion activities and events. All these are aimed at protection of employee health. As for the "Occupational Health and Safety," we have obtained the Badge of Accredited Healthy Workplace, and with occupational health and safety management, we regularly perform workplace safety drills and promote workplace health and safety. These help reduce work-related injuries and work-related ill health rate. We provide a workplace that keeps our employees healthy both physically and mentally, so that they can devote their time to work, achieve work efficiency, boost creativity, hence reaching a win-win solution for both employers and employees.</p>



					For more details, see the “Promotion of Employee Health” and the “Occupational Health and Safety” sections in this report.
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Reporting currency	TC-SC-320a.2	There are no legal proceedings associated with employee health and safety violations.
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SC-330a.1	Percentage of employees that are foreign nationals: 0% Percentage of employees located offshore: 0%
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substance	Quantitative	Percentage (%)	TC-SC-440a.1	100% of our products by revenue contain (IEC) 62474 declarable substances and comply with the environmental regulations
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Various, by product category	TC-SC-410a.2	Not applicable. ASMedia is a fabless IC design company. It has not designed any product related to processors since it was established. For the impact on processor energy efficiency at a customer’s system level, since ASMedia’s products involve the numerous components in customers’ systems and a variety of their software and firmware energy efficiency technologies, we do not track the information on processor energy efficiency at a system level.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	-	TC-SC-440a.1	Protecting human rights and the environment is one of ASMedia’s core values as our commitment to corporate social responsibility. ASMedia abides by policies on responsible mineral procurement, and provides products that comply with EU’s RoHS and REACH.

Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TC-SC-520a.1	In 2022, we did not receive any significant monetary or nonmonetary punishments relating to economic, environmental and social problems
<b>Activity Metric</b>	<b>Category</b>	<b>Unit of Measure</b>	<b>Code</b>	<b>ASMedia Response and/or Disclosure Location</b>	
Total production (The entity shall disclose total production from its own manufacturing facilities and those with which it contracts for manufacturing services)	Quantitative	For semiconductor equipment manufacturers the total production shall be reported on a per unit basis.	TC-SC-000.A	Not applicable. ASMedia is a fabless IC design company.	
Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-SC-000.B	Not applicable. ASMedia is a fabless IC design company.	

## Task Force on Climate-Related Financial Disclosures (TCFD) Alignment

Governance	Each department shall identify climate-related risks and related exposures faced by their own department, implement effective climate risk assessment and communication—both externally and internally, and develop risk management responses to climate change risks. Each department shall also hold regular meetings and introduce the company’s sustainability initiatives, including climate-related issues, and take action to fulfill the corporate social responsibility.
Strategy	In order to adapt to climate change caused by the greenhouse gas effect, ASMedia actively implements policies on environmental protection with regard to the main climate-related risks (transition and physical) and opportunities. We introduce measures to save energy and reduce our carbon footprint, promote energy saving and energy management in the office and public areas, reduce waste and make green procurement decisions, and purchase products with energy efficient labels, such as ENERGY STAR certified products.
Risk Management	We align our disclosure with the TCFD standards. Starting from 2021, ASMedia has assigned each department to assess potential climate risks and formulate climate risk policies so that we can identify and evaluate the current and future activities to determine which operations may continue and which may not. This will serve as the foundation for us to formulate related policies and set goals. The audit unit will audit the implementation process on a regular basis. The results of the audit are summarized as follows: We will continue to adopt the Task Force’s recommendations as we develop climate-related financial disclosures. As we identify the climate-related issues and assess financial impacts, we will describe how our strategies might change to address such potential risks and opportunities.
Metrics and Targets	<p>To minimize climate change impacts and risks and achieve the goal of reducing carbon emissions, ASMedia adopts the metrics to manage climate-related risks and opportunities.</p> <p>We have implemented “Save Energy and Reduce Our Carbon Footprint” measures for a long time, which include:</p> <ul style="list-style-type: none"> <li>-Electricity Consumption: We adopt Office Saving Energy Measures, which involve two categories: lights and air conditioners. We use products labeled with energy efficiency and environmental protection. The traditional light bulbs have been replaced with LED light bulbs; split air conditioners have been gradually replaced with frequency conversion air conditioners in the offices. We turn off the air conditioners and lights when the offices, meeting rooms and public areas are not in use; we instruct employees not to set air conditioning too low. In 2023, we set goal to reduce carbon footprint of lighting by 1.6125 metric tons of CO2 equivalent, and to reduce carbon footprint of air conditioning by 1.6835 metric tons of CO2 equivalent.</li> <li>-Water: We promote water conservation activities by installing water flow restrictors in the bathrooms and pantry rooms, and use faucets and toilets labeled with "Water Saving" when replacing old ones with new ones. We also regularly inspect the pumping motors, water towers, faucets, piping and plumbing fittings, as well as walls and underground pipes to detect water leaks. The goal is to save 0.5% of water per capita per year.</li> <li>-Waste: We contract out hazardous waste management services to qualified firms, and promote waste reduction policies. For instance, we try to use duplex printing for official or other documents. We encourage employees to use the electronic application system to reduce paper consumption. Starting from July</li> </ul>

2021, we switched all the napkins to eco-friendly napkins in the office. ASMedia is committed to protecting the natural environment and loving the planet. In 2023, our goal is to reduce daily waste per person by 1% compared to 2022.

-Greenhouse Gas (GHG) Emissions: 2022 estimated Scope 1 emissions were 43.4760 metric tons of CO2 equivalent; estimated Scope 2 emissions were 534.2750 metric tons of CO2 equivalent. By 2023, we will complete the internal review of ASMedia's GHG inventory, and by 2024, we aim to obtain the ISO 14064-1 certification.

**TCFD Climate-related Risks and Financial Impacts (Transition Risks)**

Category	Subcategory	Financial Impacts	ASMedia's Response
Transition Risks	Policy and Legal		
	1. In response to Taiwan's greenhouse gas reduction and management regulations, we need to improve the energy efficiency of our operating bases. 2. As carbon taxes and carbon emissions trading systems are becoming the mainstream, Taiwan may impose carbon taxes in the future. 3. Changes in court judgments, fines, or policies may lead to increased costs or reduced demand for products and services.	The carbon taxes, carbon emissions trading systems, and the requirement to source raw materials and components that are compliant with the regulations may increase the operating cost.	-Encourage people to turn off lights when not in use in the office area.  -In 2022, green office supplies accounted for 60% of total office supplies.  -All laptops that are purchased must be labelled with Energy Star. In 2022, 100% of the laptops purchased were labelled with Energy Star.  -We will require our suppliers to meet international environmental certification standards so as to form a sustainable supply chain and reduce environmental pollution in the industry as a whole.
	Technology		
	1. The related laws and initiatives will drive low carbon technologies to develop, which will increase additional capital investment. 2. The development of new and alternative technologies will replace existing products	1. Capital investments in technology development. 2. Research on new and alternative technologies may result in lower demand for existing products and services and a significant	-In the future, we will invest more resources in energy-saving and low power designs, and develop advanced manufacturing processes to effectively meet the challenges of climate risks. The R&D spending will reach NT\$890,000 thousand in 2023.

	<p>or services.</p> <p>3. New and alternative technologies may push up the cost of practical operations and processes.</p>	<p>decline in revenue.</p> <p>3. Expenditures on new and alternative technologies lead to higher costs of new products.</p>	
	Market		
	<p>With the rise of sustainability awareness due to climate change, energy efficient products with less pollution are on the rise in the market.</p>	<p>As the sustainability awareness rises, customers may purchase low carbon goods or services, thus impacting the operating revenue.</p>	<p>-In order to enhance market competitiveness, we incorporate sustainability design into the product design to achieve energy efficiency and reduce harmful substances.</p> <p>-We plan to implement ISO 14001 in 2023. By complying with international standards such as ISO 14001 in designing our management systems, we hope to achieve the goal of green design.</p>
	Reputation		
	<p>Amid increasing sustainability awareness and climate risks, we are placing more emphasis on corporate environmental protection and sustainability management policy.</p>	<p>1. Working with suppliers that produce higher carbon emissions may affect customers' trust in the company.</p> <p>2. Low resilience to climate change may affect investors and stakeholders' trust in the company.</p>	<p>-Maintain long-term relationships with suppliers that adopt environmental management systems to ensure that the overall supply chain is in line with the international market trends regarding carbon management.</p> <p>-Strengthen climate risk assessment and formulate contingency measures.</p>

**TCFD Climate-related Risks and Financial Impacts (Physical Risks)**

Category	Subcategory	Financial Impacts	ASMedia's Response
Physical Risks	<p><b>Acute risks</b> (e.g. rainstorms, typhoons, hurricanes, floods)</p>	<p>1. Climate-related events may lead to a decrease in production capacity and revenue (e.g., damaged transportation infrastructure leads to supply chain disruption; unstable room temperatures affect instruments and equipment, leading to early depreciation, disposal of assets and higher infrastructure costs)</p> <p>2. Climate-related disasters inflict damage to plant equipment at operating sites, resulting in increased maintenance costs.</p> <p>3. Employees are unable to work on-site, and their productivity is affected, thus reducing the revenue and pushing up the occupational safety and health costs.</p> <p>4. Extreme weather causes increased rainfall that results in flooding. Or, little rain falls on the catchments, leading to droughts and water restrictions.</p>	<p>-Create a green supply chain and effectively monitor energy usage of the supply chain to enhance the overall operational resilience.</p> <p>-Keep up with information about any potential natural disaster and prepare and store sufficient raw materials in advance if traffic disruptions are anticipated.</p> <p>-Regularly inspect the equipment for possible damages, and repair and fix them before any natural disaster strikes.</p> <p>-Refer to the announcement by the Central Personnel Administration at the Executive Yuan to reduce or suspend work if the scale of the natural disaster will endanger the lives of employees.</p> <p>-Use the rooftop water tower (holding approximately 29 metric tons of water) and the basement water storage tank (holding approximately 15 metric tons of water) to provide storage of water for use in times of water restrictions for approximately 5 working days (one week).</p> <p>-To prevent flooding in the office building, we have installed the waterproof gates at the basement driveway entry/exit where flooding is most likely to occur, and also installed the pumping machines which can be used to remove water from flooded areas.</p>

	<p><b>Chronic risks</b> (e.g., extreme weather, rising average temperature, rising sea level)</p>	<p>1. As the average temperature rises, this leads to the growing use of air conditioners at operating sites, resulting in an increase in electricity costs year after year.</p> <p>2. The increase in annual average temperature will lead to an increase in electricity consumption in Taiwan. As a result, the government may impose electricity restrictions or zoning of electricity supply, which will lead to higher costs.</p>	<p>-Strictly monitor the use of air conditioners at a specific temperature for a particular period of time in the office and conference rooms, and turn them off when not in use.</p> <p>-To mitigate risks associated with power outages, we implement practical measures to prevent disruption to operations: In 2022, we installed the uninterruptible power supply (UPS) in the server room which can provide backup power for up to 30 minutes. We also set up a generator that can run up to 10 hours during emergency situations. Moreover, at least 50% of our employees have switched to use laptops for work.</p>
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**TCFD Climate-related Opportunities and Financial Impacts**

Category	Opportunities	Potential Financial Impacts	ASMedia's Response
Resource Efficiency	<p>1. Recycling and reuse of paper and waste.</p> <p>2. Switch to more efficient electrical equipment.</p> <p>3. Reduce water consumption.</p>	<p>-Reduce the cost of consumables.</p> <p>-Reduce electricity consumption and carbon emissions.</p> <p>-Reduce water costs.</p>	<p>-We continue to promote various energy management initiatives through energy efficient programs such as improving lighting efficiency in the building and upgrading air conditioning equipment.</p> <p>-We use the EIP electronic signature system to create a paperless office and increase the efficiency of human resources.</p> <p>-We purchase and install LED lights. In 2022, 90% of the conventional light bulbs in the main area were replaced with LED light bulbs. We saved 0.1911 metric ton of carbon emissions due to the switch to LEDs in 2022.</p> <p>-We replace split air conditioners with frequency conversion air conditioners. As of 2022, 17.5% of the split air conditioners were replaced with the frequency conversion air conditioners. We saved 1.7407 metric tons of carbon emissions due to AC replacement in 2022.</p>

			<p>-We continue to promote water saving in the workplace.</p> <p>-Between 2017 and now, 100% of the laptops are labelled with Energy Star.</p>
Energy Source	<p>1. Introduce energy efficient products.</p> <p>2. Install solar panels to generate solar power for some areas of the office.</p>	-Reduce operating costs.	-Implement various energy saving plans and measures for lighting and air conditioning equipment to create a low carbon life.
Products and Services	Research and development of new and alternative technologies.	<p>-Increase revenue through designing low carbon products and services.</p> <p>-Drive revenue through new solutions to meet customer needs for climate adaptations.</p> <p>-Although new technologies are more expensive to develop, they can become our assets and attract interested companies to collaborate with us.</p>	-We use low power design to create products that meet the industry standards, such as California's energy regulations, and comply with the design standards for energy efficiency in the industry, such as Microsoft's Modern Standby feature. This allows our suppliers to reduce carbon emissions in the manufacturing process in an efficient way.
Markets	Launch energy efficient products.	We keep up with industry trends, improve our brand image to increase sales and profits.	<p>-We keep launching energy efficient products while using green design to reduce operating voltage and improve the product manufacturing process.</p> <p>-We plan to obtain the ISO 14001 certificate in 2023 Q4. This solidifies our commitment to sustainable manufacturing and green design.</p>
Resilience	Collect and devise the handling procedures regarding climate-related risks to enhance the company's climate resilience.	Strengthen the corporate resilience to reduce losses from both climate change and the supply chain.	Starting from 2021, the responsible unit regularly evaluates the climate-related risks and establish risk management policies to strengthen the company's risk management and disaster response capabilities, thereby preventing potential disasters from escalating and minimizing the losses. The auditing unit conducts regular audits to verify the implementation status.



## Return on Environmental Investments

<b>ASMedia's Electricity Saving Action Plans and Performances</b>						
Year	Action Plan	Reduced Electricity Use (kWh)	Reduced Energy Use (GJ)	Reduced Carbon Emissions (Mt CO <sub>2</sub> e)	Return on Environmental Investments (NT\$)	2023 Goal for Reduced Electricity Use (Mt CO <sub>2</sub> e)
2020	Replacement with energy efficient lights	5050	18.18	2.5351	28987	-
2021	Replacement with energy efficient lights	5518	19.86	2.8087	21217	0.0006
	Replacement with energy efficient ACs	787	2.83	0.4004	4515	1.0560
2022	Replacement with energy efficient lights	375	1.35	0.1911	1534	1.6125
	Replacement with energy efficient ACs	3420	12.31	1.7407	19359	1.6835
<b>ASMedia's Water Saving Action Plan and Performance</b>						
Year	Action Plan	Reduced Water Use (m <sup>3</sup> )	Reduced Water Consumption (Megaton)	Reduced Carbon Emissions (Mt CO <sub>2</sub> e)	Reduced Water Consumption (Megaton)	2023 Goal for Reduced Water Use
2021	Install water flow restrictors in the pantry rooms and restrooms	33	0.00003	0.0018	164	-
	Install dual flush toilets to save water	184	0.00018	0.0102	919	-
2022	Install water flow restrictors in the pantry rooms and restrooms	157	0.00016	0.0087	787	0.5% of water consumption reduction per capita per year.
	Install dual flush toilets to save water	136	0.00014	0.0076	682	-
<b>Notes</b> 1. The electricity carbon emission factor is 0.509 Kg CO <sub>2</sub> e/kWh for 2021 according to Bureau of Energy, Ministry of Economic Affairs. This table was prepared using the 2021 electricity carbon emission factor. The power rate is based on the average fluctuating price published by Taiwan Power Company. 2. The CO <sub>2</sub> emission factor for water use is 0.0554 Kg CO <sub>2</sub> /m <sup>3</sup> for 2021 according to Bureau of Energy, Ministry of Economic Affairs. This table was prepared using the 2021 CO <sub>2</sub> emission factor for water. The price for 1 m <sup>3</sup> of water is approximately NT\$5. 3. The scope covered in this table is ASMedia's head office.						

## 2022 Social reporting indicators and their coverage (ASMedia's head office)

### Occupational health and safety

<b>Promotion of employee health</b>			
Employee health classification management	2020	2021	2022
Rate of employees getting health checkups	91.9%	95.3%	94.9%
Rate of employees with level-3 health condition	8.8%	11.3%	17.0%
Rate of employees with level-4 health condition	4.9%	2.9%	1.8%
Notes:			
<p>1. Employees with level-3 health condition: The specific or follow-up health check-up shows signs of health issues in some or all of the employee's examined body parts, and these issues are considered abnormal by doctors. The health problems cannot be confirmed to be related to the employee's work.</p> <p>2. Employees with level-4 health condition: The specific or follow-up health check-up shows signs of health issues in some or all of the employee's examined body parts, and these issues are considered abnormal by doctors. The health problems are confirmed to be related to the employee's work.</p> <p>3. Regulations on health check-ups at work: Article 20 of the Occupational Safety and Health Act and the Worker Health Protection Rules.</p> <p>4. ASMedia provides a better health checkup package for the employees than those required by law, and conducts the health checkup once a year. ASMedia works with hospitals which have obtained the Health Promoting Hospitals certification to provide health checkups.</p> <p>5. The health consultation service by nurses is provided three times a month, two hours at a time in accordance with the law. ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service.</p> <p>6. The health consultation service by doctors is provided more frequently than required by law. The service is provided once every quarter, two hours at a time. ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service.</p> <p>7. All the employees who have passed a probation period of three months, including contract workers, are eligible to receive ASMedia's health checkup package.</p> <p>8. All the employees' personal information is managed in accordance with ASMedia's Personal Data Protection Policy.</p>			

<b>Employee Assistance Program (EAP)</b>	As of 2022
Average EAP utilization rate	1.4%
Notes: 1. ASMedia started to implement the EAP since 2021. The EAP provides counseling services for employees in five areas: law, finance, mental issues, healthcare and management. The EAP provider in 2022 was Teacher Chang Foundation. 2. All of ASMedia's employees, including contract workers, are eligible to use the EAP. 3. All the employees' personal information is managed in accordance with ASMedia's Personal Data Protection Policy.	

<b>Employee flu vaccination</b>	As of 2022
Average vaccination rate	32.1%
Notes: 1. ASMedia started to offer free flu shots to the employees since 2020. The place where employees get the vaccination is ASMedia's head office. 2. We contract with doctors and nurses who are licensed in the Republic of China (Taiwan) to give the vaccination. 3. All of ASMedia's employees, including contract workers, are eligible to get the vaccination.	

<b>Employee COVID-19 vaccination</b>	As of 2022, % of employees who received 3 doses:	As of 2022, % of employees who received 2 doses:
Employee COVID-19 vaccination rate (%)	86.9%	97.8%
Notes: 1. ASMedia offered incentives to encourage employees to get the COVID-19 vaccine, including half-day paid leave and Starbucks coffee vouchers. The employees can go to the hospitals to get the vaccine. 2. All of ASMedia's employees, including contract workers, are eligible to receive the COVID-19 vaccination incentives.		

<b>Massage service by therapists with vision impairment</b>	As of 2022
Total number of service visits per year	2269
Notes:	
1. All of ASMedia's employees, including contract workers, are eligible to use the service.	
2. We contract with professional massage therapists certified by the Chinese Promote Massage of Build Association.	

<b>Health promotion activities</b>	As of 2022
Number of health promotion activities	83
The health-related information was disseminated to all of ASMedia's employees, including contract workers.	

<b>Other activities</b>	2022 participation rate	As of 2022, the allowance for these activities is
Corporate tours	57.6%	Covering 79.5% of the entire tours
Club activities	38.4%	\$2,512,704
Notes:		
1. All of ASMedia's employees, including contract workers, are eligible to participate in these activities.		
2. The HR department works with the government-accredited travel agencies to organize the corporate tours.		

<b>Occupational health and safety</b>	Notes
Occupational health and safety management team	According to Article 6 of Chapter 2 of the Occupational Health and Safety Management Regulations, ASMedia belongs to Category 3 (Low Risk Industry) and the number of employees does not exceed 3,000, so we are not required to set up the occupational health and safety management team.
Nonexistent	
Labor-management meeting	ASMedia does not have an occupational safety and health committee, but will communicate with the employees to discuss issues on employment relationship in accordance with Article 83 of the Labor Standards Act.

External OHS certifications	Badge of Accredited Healthy Workplace	Badge of Accredited Healthy Workplace	Badge of Smoke-Free Prevention	ISO 45001
Number of certifications	HPAA1110171	HPAA1080115	-	We plan to implement ISO 45001 by 2025.
Expiration date	2023/1/1-2025/12/31	2020/1/1-2022/12/31	2012/1/1-2015/12/31	
Notes:				
<p>1. Issuing organization of the Badge of Accredited Healthy Workplace: Health Promotion Administration of the Ministry of Health and Welfare:  <a href="https://health.hpa.gov.tw/hpa/info/select.aspx">https://health.hpa.gov.tw/hpa/info/select.aspx</a></p> <p>2. Spirit of the Badge of Accredited Healthy Workplace: We promote a smoke-free work environment and implement the relevant programs; our performance has been outstanding.</p> <p>3. The Badge of Smoke-Free Prevention was incorporated into the Badge of Accredited Healthy Workplace in 2015.</p>				

Occupational health and safety promotion activities	2022
OHS training program (excluding employee OHS training)	271 hours
Self-defense fire fighting team training	96 hours
New employee OHS training	21.6 hours
Note: We promote OHS activities to all of ASMedia's employees, including contract workers. The total number of hours that all the employees spent in participating in the OHS activities was 388.6 hours in 2022.	

Occupational health and safety management	Management item	Note
Health and safety management	We install the access control device in each entrance/exit and each elevator.	We work with qualified companies to provide the service.
	All visitors are required to register real names for the visitor record.	Visitors register at the reception counter of the office building.
	The office building has a security system with 24/7 professional monitoring.	We work with qualified companies to provide the service.
	The office building is equipped with a complete fire detection and fire extinguisher system.	We work with the local fire department to maintain the system.
	We establish a smoke-free working environment.	We have obtained the Badge of Accredited Healthy Workplace from the Health Promotion Administration of the Ministry of Health and Welfare.
Health and safety training	Disaster prevention and first-aid videos are provided on the online E-Learning platform.	All of ASMedia's employees, including contract workers, need to receive the training.
Standard operating procedure (SOP) and job safety analysis	1. During the welding process of test boards:	All these procedures apply to ASMedia's welders.
	Smoke extraction equipment and air purifiers	
	Welders receive medical tests for lead exposure each year in addition to the general health checkup.	
	SOP in welding	
	2. During the ESD testing work:	All these procedures apply to ASMedia's ESD testing personnel.
	The test platform is connected to the ground wire in accordance with JESD625.	
	Testing personnel are required to wear electrostatic wrist straps.	
	SOP for ESD testing	

Occupational health and safety management	Management item	Note
Health and safety inspection	Measurement of Escherichia coli in water dispensers: every three months.	This is conducted in accordance with Article 7 of the Drinking Water Management Act.
	Measurement of carbon dioxide levels in the office: every six months.	This is conducted in accordance with Article 7 of the Labor Environment Inspection Procedures.
	Air conditioning maintenance: once a year.	This is conducted according to the air conditioning companies' recommendations.
	Fire protection equipment and system inspection: once a year.	This is conducted in accordance with Article 12 of the Fire Safety Equipment Inspection and Reporting Procedures.
	Thermographic camera inspection: once a year.	This is conducted according to the advice of companies which provide the products.
	<p>We clean and sanitize the entire office regularly:</p> <p>Disinfection and pest control: once every six months. During the COVID-19 pandemic, we disinfected and sanitized the workplace once every two months and once every week when under the level 3 alert.</p>	<p>This is conducted according to the service providers' recommendations.</p> <p>The disinfection and pest control process is adjusted according to Taiwan Centers for Disease Control's control measures.</p>
Emergency response	We form the self-defense fire fighting team.	This is conducted in accordance with Article 15 of the Enforcement Rules of Fire Services Act.
	Fire drill: once every six months.	<p>This is conducted in accordance with Article 15 of the Enforcement Rules of Fire Services Act.</p> <p>The self-defense fire fighting team will conduct the fire drills.</p>

Occupational health and safety management	Management item	Note
Health management and promotion	Employee health checkup: once a year.	The health checkup package is better than required by Article 20 of the Occupational Safety and Health Act and the Worker Health Protection Rules. All of ASMedia's employees, including contract workers, are eligible to receive health checkups.
	Employee Assistance Programs (EAP)	ASMedia started to implement the EAP since 2021. The EAP provider in 2022: Teacher Chang Foundation. All of ASMedia's employees, including contract workers, are eligible to use the service.
	Massage service by massage therapists who are visually impaired.	All of ASMedia's employees, including contract workers, are eligible to use the service.
	The health consultation service by nurses: three times a month, two hours at a time.	For the onsite nurse/doctor consultation service, ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service according to the Worker Health Protection Rules. All of ASMedia's employees, including contract workers, are eligible to use the service.
	The health consultation service by nurses: once every quarter, two hours at a time.	For the onsite nurse/doctor consultation service, ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service according to the Worker Health Protection Rules. All of ASMedia's employees, including contract workers, are eligible to use the service.
Health and safety activities	Occasional promotion activities for occupational health and safety	All of ASMedia's employees, including contract workers, will receive information about the promotion activities.
	Occasional health promotion activities	All of ASMedia's employees, including contract workers, will receive information about the promotion activities.
Note: We manage all the above occupational health and safety areas in ASMedia's head office.		



<b>Work-related injuries</b>			
Rate of fatalities	2020	2021	2022
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. The rate of fatalities is defined as the number of fatalities as a result of work-related injuries per 1,000,000 hours worked.			
2. Rate of fatalities as a result of work-related injuries = (Number of fatalities as a result of work-related injuries)*1,000,000/Total number of hours worked.			

<b>Disabling injury frequency rate</b>			
	2020	2021	2022
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. Disabling injury frequency rate is defined as the number of disabling injuries (including fatalities) per 1,000,000 hours worked.			
2. Disabling injury frequency rate = (Number of disabling injuries + number of fatalities)*1,000,000/Total number of hours worked.			

<b>Rate of recordable work-related injuries</b>			
	2020	2021	2022
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. Rate of recordable work-related injuries is defined as the number of recordable work-related injuries, including number of fatalities, number of disabling injuries, number of mild injuries and number of hospitalizations per 1,000,000 hours worked.			
2. Rate of recordable work-related injuries = (Total number of recordable work-related injuries)*1,000,100/Total number of hours worked.			

Notes:			
1. All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.			
2. ASMedia completely outsources the manufacturing process of the company's chips to suppliers. Only a few of the employees need to conduct welding operations and ESD testing procedures during the testing process, so the work-related injuries are mainly the types of injuries commonly seen in a typical office, including injuries caused by falling down and pinch points, bruises, cuts and scratches; there is little risk of high-consequence work-related injuries.			
3. ASMedia classifies work-related injuries into two categories: work-related injuries due to major occupational accidents and work-related injuries due to other accidents.			

Major occupational accidents include: 1. fatal accident, 2. The number of workers who have a permanent total disability, a permanent partial disability and a temporary total disability caused by the accident reaches three. 3. The accident leads to at least one person having to be hospitalized after diagnosis (excluding hospitalization under observation). These occupational injuries are reported to the labor inspection agency within the jurisdiction where the accident takes place within 8 hours via internet or phone.

Other accidents: accidents resulting in injuries other than fatalities or high-consequence work-related injuries. For this type of occupational accident, we regularly report to the labor inspection agency within the local jurisdiction every month via internet.

4. According to Article 38 of the Occupational Safety and Health Act, companies with more than 50 employees shall compile reports and statistics on occupational accidents and submit the reports to the labor inspection agencies each month for future reference.

<b>Statistics of work-related ill health</b>			
Work-related ill health rate	2020	2021	2022
Due to chemical hazards	0	0	0
Due to psychosocial hazards	0	0	0
Due to ergonomic hazards	0	0	0

Notes:

1. Work-related ill health rate is defined as the number of work-related ill health cases per 1,000,000 hours worked.

2. Work-related ill health rate = (Number of work-related ill health cases)\*1,000,000/Total number of hours worked.

3. All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.

4. ASMedia is an IC design company and completely outsources the manufacturing of the company's chips. Only a few of the employees need to conduct welding operations and ESD testing procedures during the testing process, which might lead to ill health due to chemical hazards. The major type of work-related ill health is mainly due to psychosocial and ergonomic hazards that are commonly seen in a typical office.

5. The data includes all of ASMedia's employees, including contract workers.

## Human Capital Department

<b>Training &amp; Development Inputs</b>			
Employee training hours	2020	2021	2022
Average number of training hours per employee	3.1	5.57	7.91

Average number of training hours per employee by gender	2020	2021	2022
Female worker	-	9.59	10.83
Male worker	-	4.54	7.11

Average number of training hours per employee by age group	2020	2021	2022
21-30 years	-	8.28	7.74
31-40 years	-	4.38	7.83
41-50 years	-	6.17	8.42
51-60 years	-	3.86	7.38
61-65 years	-	21.5	4.17

Average number of training hours per employee by nationality	2020	2021	2022
Taiwan	-	5.57	7.91
Other countries	-	0	0

Average number of training hours per employee by management group	2020	2021	2022
Managerial	-	5.33	9.13
Non-managerial	-	5.65	7.49

Notes:

1. Average number of training hours per employee = Total number of training hours that all the employees received/Total number of employees.
2. Average number of training hours per employee by gender = Total number of training hours that female (or male) workers received/Total number of female (or male) workers.
3. Average number of training hours per employee by age group = Total number of training hours that each age group received/Total number of workers in each age group. Age groups: 21-30 years, 31-40 years, 41-50 years, 51-60 years, and 61-65 years.
4. Average number of training hours per employee by nationality = Total number of training hours that employees from each country received/Total number of employees in each country.
5. Data that is not tracked is indicated by the symbol "-".
6. The number of training hours that each employee needs to take varies according to his/her job duties.
7. All of ASMedia's employees, including contract workers, can participate in the employee training program.

<b>Employee Development Programs</b>				
<b>Employee professional skills development programs</b>	Course type	2020	2021	2022
Training hours by course type	<b>Business management</b>	596	921.5	840
	Average number of hours per employee	2.39	3.75	3.10
	<b>Professional skills</b>	135	147	475.5
	Average number of hours per employee	0.54	0.60	1.75
	<b>Product marketing</b>	49	54	255.5
	Average number of hours per employee	0.20	0.22	0.94
	<b>Others</b>	0	246.5	571.3
	Average number of hours per employee	0	1.11	2.11
Total number of hours		780	1369	2142.3

Training hours by course type and by gender	Course type	Gender	2020	2021	2022
	Business management		Male	-	59.5%
Female			-	81.8%	53.5%
Professional skills		Male	-	15.5%	26.5%
		Female	-	1.9%	11.9%
Product marketing		Male	-	5.7%	13.2%
		Female	-	0.6%	8.9%
Others		Male	-	19.2%	27.1%
		Female	-	15.7%	25.7%
Percentage of training by gender		Male	-	65.0%	70.7%
		Female	-	35.0%	29.3%

Training hours by course type and by management group	Course type	Management group	2020	2021	2022
	Business management		Managerial	-	74.0%
Non-managerial			-	26.0%	64.9%
Professional skills		Managerial	-	6.9%	36.5%
		Non-managerial	-	93.1%	63.5%
Product marketing		Managerial	-	4.3%	8.1%
		Non-managerial	-	95.7%	91.9%
Others		Managerial	-	14.7%	20.3%
		Non-managerial	-	85.3%	79.7%
Percentage of training by management group		Managerial	-	25.3%	29.0%
		Non-managerial	-	74.7%	71.0%

Training hours by type (internal vs external)	Training type	Management group	2020	2021	2022
	External training	Male	-	74.2%	77.3%
		Female	-	25.8%	22.7%
	Internal training	Male	-	63.1%	69.0%
		Female	-	36.9%	31.0%
	External training	Managerial	-	27.3%	47.4%
		Non-managerial	-	72.7%	52.6%
	Internal training	Managerial	-	24.9%	24.3%
		Non-managerial	-	75.1%	75.7%
Average number of external training hours per employee			-	0.9	1.6
Average number of internal training hours per employee			-	4.6	6.3

Training hours by type (physical vs online)	Training type	Management group	2020	2021	2022
	Physical training	Male	-	62.80%	74.20%
		Female	-	37.20%	25.80%
	Online training	Male	-	66.20%	69.90%
		Female	-	33.80%	30.10%
	Physical training	Managerial	-	28.80%	26.90%
		Non-managerial	-	71.20%	73.10%
	Online training	Managerial	-	23.30%	29.50%
		Non-managerial	-	76.70%	70.50%
Average number of external training hours per employee			-	2.0	1.4
Average number of internal training hours per employee			-	3.5	6.5

Notes:

1. Data that is not tracked is indicated by the symbol "-".
2. The employee training program applies to all of ASMedia's employees, including contract workers.
3. The number of training hours that each employee needs to take varies according to his/her job duties.

<b>Unpaid educational leave</b>	2020	2021	2022
% of FTEs taking educational leave	0%	0%	0.4%

Notes:

1. All of ASMedia's employees, including contract workers, are eligible to take unpaid educational leave.
2. Each applicant can take unpaid educational leave for one year. For special projects, the applicant may take unpaid leave for a maximum of two years.

<b>Assistance program for retirement or termination of employment</b>	Severance pay	A person whose employment has been terminated is entitled to receive severance pay in accordance with Article 11, the last clause of Article 13, Article 14, Article 16 and Article 20 of the Labor Standards Act, or Article 23 and Article 24 of the Act for Protecting Worker of Occupational Accidents.
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All of ASMedia's employees, including contract workers, are eligible to use the assistance program.

### Labor indicators

<b>Discrimination &amp; Harassment</b>			
<b>Sexual harassment complaint</b>	2020	2021	2022
Number of sexual harassment complaints	0	1	1

Notes:

1. The grievance committee is responsible for investigating each sexual harassment complaint. The area of investigation is ASMedia's head office.
2. After the internal investigation of the sexual harassment complaint during 2021 and 2022, the incident was confirmed to be a sexual harassment. The grievance committee intervened in the case and made improvement plans; no follow-up procedures need to be performed.

<b>Workplace violence and harassment complaint</b>			
Number of complaints	2020	2021	2022
Number of sexual harassment complaints	0	0	0
Note: The HR department is responsible for investigating workplace violence and harassment complaints. The area of investigation is ASMedia's head office.			

<b>Promotion of human rights</b>	2020	2021	2022
Number of human rights activities	2	1	11
Note: We promote human rights among all of ASMedia's employees, including contract workers.			

Workforce Breakdown	Type	2020	2021	2022
Gender	Share of women in total workforce	18.88%	20.3%	21.4%
	Share of women in all management positions	9.84%	9.2%	11.8%

Nationality	Category	2020	2021	2022
	Share in total workforce	100%	100%	100%
	Share in all management positions	100%	100%	100%

Other Minorities	Category	2020	2021	2022
	People with disability	1%	1%	1%
	Age groups (<30 years old)	18%	15%	19%
	Age groups (30-50 years old)	71%	71%	67%
	Age groups (>50 years old)	11%	14%	14%



Notes:

1. According to Article 38 of the People with Disabilities Rights Protection Act, the number of employees with disabilities shall be no less than one percent of the total number of the employees, and no less than one person.
2. According to Chapter 2 of the Middle-aged and Elderly Employment Promotion Act, age discrimination is prohibited. Between 2020 and 2022, the number of ASMedia's employees over 50 years old is no less than 11%.
3. All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.
4. The above rules apply to all of ASMedia's employees, including contract workers.

## Human rights

<b>Human Rights Assessment</b>			
Own Operations (including Joint Ventures where the company has management control)	% of total assessed in last three years	% of total assessed (column A) where risks have been identified	% of risk (column B) with mitigation actions taken
	100%	100%	100%
Contractors and Tier I Suppliers	% of total assessed in last three years	% of total assessed (column A) where risks have been identified	% of risk (column B) with mitigation actions taken
	100%	100%	100%
Notes:			
1. The Human Rights Assessment is based on data from 2020-2022 ASMedia RBA Self-Assessment Questionnaire (SAQ).			
2. The data was extracted from all of ASMedia's employees (including contract workers) and ASMedia's direct suppliers.			

<b>ASMedia Human Rights Impact Assessment and Management</b>				
Human Rights Impacts Covered	Human Rights Impact Assessment	ASMedia Human Rights Policy	Mitigation Plan	Remediation Plan
Labor Protection	Basic Rights of Workers	Human Rights and Labor Law Compliance	The HR Department/legal team regularly review and revise relevant rules and policy.	
		Labor Rights	Our Maternal Health Protection Program in the workplace protects the health of female workers during pregnancy, childbirth and the postnatal period.	Annual Health Checkups
			We are accredited with the "Badge of Accredited Healthy Workplace." Our Workplace Health Promotion Program includes workplace flu vaccinations, EAP and promotions of occupational safety and health.	
We plan to implement ISO 45001 Occupational Health and Safety Management by 2025.				

			We hire people with physical or mental disabilities, and the number of people we hire complies with the local law.	
		Wages and Benefits	In addition to the annual (12 month) salary, we ensure each employee receives two additional months' salary.	
			Happiness Massage Service: We contract with massage therapists with vision impairment to provide massage therapy and help reduce employee stress.	
			We provide childcare allowances.	
	We provide half-day official leave for employees getting the vaccination.			
Working Time Limits	Working Hours in Compliance with the Law	We use the check-in/check-out system to track employee hours (including overtime hours) to efficiently manage their work hours.	The supervisors communicate with employees to understand their workload and overtime work situations occasionally, and adjust the conditions to improve their work efficiency.	
		We regularly review overtime hours for employees in each department.		
Humane Treatment	Right to Liberty and Security of Person	Prohibition of Forced Labor and Human Trafficking	We comply with local labor laws, and do not force or threaten anyone to provide work or service against their will.	
		Prohibition of Child Labor	We prohibit hiring anyone under the age of 16 in any position.	
	The applicant needs to specify his/her date of birth on the resume submitted to our company. During the interview, the applicant needs to sign a declaration statement confirming that all the information included in the resume is true.			

			The employee must show his/her valid identification card on the onboarding day, and we will check if the information he/she provides is true.	
Humane treatment	Humane Treatment		We set up a private lactation room, a staff lounge and an office gym.	
			We provide more days of annual paid leave than the number specified by the Labor Standards Act.	
	Non-Discrimination/Non-Harassment		We provide anti-discrimination and anti-harassment training and education in the workplace.	Establish grievance and complaint channels for workplace harassment and violence
			Our workplace policy specifies prohibitions against discrimination and harassment.	Establish grievance channels for sexual harassment
	Equal Pay for Equal Work		We use open recruitment processes, and do not engage in discrimination based on gender, age, marital status, ethnicity, physical and mental disability in employment practices such as wages, benefits, promotions, salary increase, terms of service, education and training, working conditions and employment rights.	

## Talent Attraction & Retention

<b>Hiring</b>	2020	2021	2022
Total number of new employee hires	31	22	41
Percentage of open positions filled by internal candidates (internal hires)	12.9%	9.1%	0%
Male	9.9%	7.1%	12%
Female	23.4%	16.0%	26%
Age groups (<30 years old)	48.9%	37%	53%
Age groups (30-50 years old)	4.5%	4.6%	7.7%
Age groups (>50 years old)	3.6%	0%	0%
Notes:			
1. The data collected covers ASMedia's head office, which is located in Taiwan.			
2. All of ASMedia's employees have Taiwanese nationality.			

<b>Employee Turnover Rate</b>	2020	2021	2022
Total employee turnover rate	5.2%	8.1%	5.2%
Male	4.0%	8.7%	3.8%
Female	10.6%	6.0%	10.3%
Age groups (<30 years old)	17.8%	18.4%	11.8%
Age groups (30-50 years old)	2.8%	7.5%	3.8%
Age groups (>50 years old)	0%	0%	2.6%
Voluntary employee turnover rate	4.4%	6.9%	4.1%
Notes:			
1. The data collected covers ASMedia's head office, which is located in Taiwan.			
2. All of ASMedia's employees have Taiwanese nationality.			

Trend of Employee Wellbeing		2022
Employee Satisfaction	% of employees with top level of satisfaction	83.4%
Data coverage	% of employees who responded to the survey	93.0%
Notes:		
1. The data collected includes all of ASMedia's employees, including contract workers.		
2. Starting from 2022, we conduct the employee education/training satisfaction survey once a year.		

Employee Support Programs		
Employee Benefits	Working Stress Management:	Proactive and involved in preventing stress and promoting employee wellbeing:
		Employee restricted stock shares
		Club activities and allowances
		Occasional physical and mental health activities and lectures
		Online/Physical education and training
		Weekly massage service by therapists with vision impairment
		Corporate tour once a year
		Department party once a quarter
		Monetary gifts for newlyweds
		Retirement plan: Based on the Labor Pension Act, we appropriate 6% of each employee's monthly salary to their retirement pension.
		Proactive and reactive, to help remove risk factors:
		Employee health checkups
		Employee flu vaccination
		Encourage employees to get the COVID-19 vaccine (Provide Starbucks coffee vouchers and half-day official leave)
Employee health management		

		Employee and family group insurance (Term life insurance/Casualty insurance/Hospital and medical insurance/Cancer insurance)
		Reactive, for employees who need help:
		Employee Assistance Program
		Regular health consultation service by nurses
		Regular health consultation service by doctors
		Grievance mechanism for workplace violence and harassment
		Grievance mechanism for sexual harassment
		Injury/sickness money and funeral condolence money
	Sport & health initiatives	Office gym and shower facilities
		Table tennis room
Staff lounge with free coffee, tea and magazines		
Work Conditions	Flexible working hours	Five-day work week, flexible work schedule. We value self-management.
Family Benefits	Childcare facilities or contributions	Sign child care service agreement and provide benefits for employees
		Childbirth allowance
		Childcare allowance: we offer extra monthly childcare allowances of NT\$3,000 to employees with newborns until their children turn 4 years old.
		Parental leave that complies with the law
	Breast-feeding/lactation facilities or benefits	Private lactation room
Notes:		
1. The Employee Support Programs apply to all of ASMedia's employees (including contracted employees).		
2. For more information about employee restricted stock shares, please refer to page 53 of the 2022 Annual Report.		

## Customer Satisfaction

Satisfaction Measurement:	2019	2020	2021	2022
Percentage of satisfied customers	92.4	94.2	93	92
Target for reporting year	-	-	87	90

Notes:

1. We send the Customer Satisfaction Survey to the direct customer whose total purchase amount is among our top ten direct customers for that year.
2. We use ten criteria to evaluate our suppliers: product function, product storage method, time management of shipping arrangement, packing and shipping method, engineering support, problem-solving efficiency, crisis management skills, professional skills, clarity of new product promotions, attitudes of sales personnel.
3. Customer satisfaction goals:
  - Short-term goal: Within one year, we aim to reach a satisfaction score of 87 or higher from each customer.
  - Mid-term goal: Within two years, we aim to reach a satisfaction score of 90 or higher from each customer.
  - Long-term goal: Within three years, we aim to hope to a satisfaction score of 92-93 or higher from each customer



## Supply Chain Management

Supplier ESG Program				
Conflict minerals Management				
Conflict Minerals Control	RMI-CMRT suppliers			
Tin	36.8%			
Tantalum	22.8%			
Tungsten	19.3%			
Gold	21.1%			
Total	114			
Source of Smelters	Percentage of conflict minerals from the source country - Tin	Percentage of conflict minerals from the source country - Tantalum	Percentage of conflict minerals from the source country - Tungsten	Percentage of conflict minerals from the source country - Gold
AUSTRIA	-	-	4%	4%
BELGIUM	3%	-	-	-
BRAZIL	5%	4%	-	-
BOLIVIA, PLURINATIONAL STATE OF	5%	-	-	-
CHINA	22%	38%	59%	13%
CANADA	-	-	-	4%
ESTONIA	-	4%	-	-
GERMANY	-	11%	9%	-
INDONESIA	33%	-	-	-
INDIA	-	4%	-	-
JAPAN	5%	12%	9%	59%
KAZAKHSTAN	-	4%	-	-
KOREA, REPUBLIC OF	-	-	-	4%

MALAYSIA	3%	-	-	-
MEXICO	-	4%	-	-
PERU	2%	-	-	-
POLAND	2%	-	-	-
PHILIPPINES	2%	-	-	-
RWANDA	2%	-	-	-
SINGAPORE	-	-	-	4%
SWITZERLAND	-	-	-	8%
TAIWAN	2%	-	-	4%
THAILAND	5%	4%	-	-
USA	7%	15%	14%	-
VIETNAM	2%	-	5%	-
Total	100%	100%	100%	100%

Notes:

1. The data was extracted from suppliers' reports using the Conflict Minerals Reporting Template (version 6.2). All the conflict minerals that suppliers used in 2022 came from the RMI-CMRT list.
2. The RMI website will update the Conflict Minerals Reporting Template occasionally.

<b>Conflict Minerals Control</b>	<b>RMI-EMRT suppliers</b>
Colbat	100%
Total	11
Source of Smelters	Percentage of conflict minerals from the source country - Cobalt
AUSTRALIA	9.1%
BELGIUM	9.1%
CHINA	27.3%
FINLAND	18.2%
JAPAN	9.1%
MADAGASCAR	9.1%
MOROCCO	9.1%
NORWAY	9.1%
Total	100%
Notes: 1. The data was extracted from the suppliers' reports using the Extended Minerals Reporting Template (version 1.11). All the conflict minerals that suppliers used in 2022 came from the RMI-EMRT list. 2. The RMI website will update the Extended Conflict Minerals Reporting Template occasionally.	

<b>Hazardous Substances Management</b>	<b>Percentage of ASMedia's suppliers meeting the requirements/standards</b>
RoHS (2011/65/EU, 2015/863/EU)	100%
PFOS (2010/757/EU)	100%
Halogen Free (IEC 61249-2-21)	100%
REACH SVHC (2006/1907/EC)	100%
Note: 1. All of ASMedia's suppliers need to comply with the "Declaration for the Non-Use Hazardous Substances." 2. All the products that ASMedia provides to the customers meet all the above requirements/standards and ASMedia provides the "Declaration for the Non-Use Hazardous Substance" to the customers as well.	

<b>Supplier Audit and Risk Assessment</b>	The international certifications/requirements/standards that ASMedia's direct suppliers have obtained or satisfied in 2022.
Environmental	ISO 14001: 2015, ISO 14046: 2014, ISO 14064-1: 2018, ISO 50001:2018 GP SS-00259, IECQ QC 080000:2017, REACH SVHC (2006/1907/EC) Halogen Free (IEC 61249-2-21), RoHS (2011/65/EU, 2015/863/EU) PFOS (2010/757/EU)
	100%
Social	RBA 7.0, RBA VAP audit RMI CMRT v6.2/EMRT v1.1 ISO 45001:2018
	100%
Governance	ISO 27001:2013, ISO 9001:2015 AEO IATF 16949
	100%
<b>Supplier Rating</b>	
A	On our priority list to work with.
B	Procurement continues; an improvement plan is required; need to show effective quality control.
C	Some procurement suspended; a continuous improvement plan and an outcome tracking record are required.
D	Performance needs to be improved before a reevaluation is carried out on a specific date. If they fail the reevaluation, the contract will be terminated
<p>Notes:</p> <p>We carry out the supplier appraisal in accordance with the Supplier Audit Regulations. The appraisal criteria include the manufacturing process, quality, reliability, environmental/social sustainability and so on.</p> <p>2022 Results of Supplier Appraisals:</p> <ol style="list-style-type: none"> <li>1. We completed the supplier appraisal of all of ASMedia's direct suppliers. (5 in total).</li> <li>2. All of ASMedia's direct suppliers satisfied the appraisal criteria. (5 of them were given a grade of A)</li> <li>3. The requirements that ASMedia's suppliers must meet: Comply with ISO 9001; Comply with the Conflict Minerals Policy; Comply with the Declaration for the Non-Use Hazardous Substances.</li> </ol>	

## Charitable contributions and sponsorship

Community Involvement	Cumulative Total Until 2022	Proportion
Industry-Academia Collaboration	NT\$14,610,675	39.0%
Emergency Relief	NT\$2,553,000	6.8%
Charitable Activities	NT\$1,387,730	3.7%
Health Promotion	NT\$18,950,000	50.5%
Total amount	NT\$37,501,405	100%
Note: As of 2022, the cumulative sum of ASMedia's investment in all the categories of community involvement is NT\$37,501,405.		

## References

1. Mandatory Greenhouse Gas Reporting System of the Environmental Protection Administration of the Executive Yuan, R.O.C., (Taiwan): [https://ghgregistry.epa.gov.tw/epa\\_ghg/Downloads/FileDownloads.aspx?Type\\_ID=1](https://ghgregistry.epa.gov.tw/epa_ghg/Downloads/FileDownloads.aspx?Type_ID=1)
2. Carbon Footprint Calculation Platform of the Environmental Protection Administration of the Executive Yuan, R.O.C., (Taiwan): <https://cfp-calculate.tw/cfpc/WebPage/LoginPage.aspx>
3. Carbon Footprint of Taiwan High Speed Rail: <https://www.thsrc.com.tw/ArticleContent/5a1f4c72-b564-4706-bcdd-efbda93c3d93>
4. Activity Carbon Footprint Calculator of the Environmental Protection Administration of the Executive Yuan, R.O.C., (Taiwan): [https://ghgregistry.epa.gov.tw/ghg\\_rwd/Main/asp/co2/calculate1.asp](https://ghgregistry.epa.gov.tw/ghg_rwd/Main/asp/co2/calculate1.asp)
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